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engaged in organized industry. Special emphasis is given to such uses as contribute to the greatest comfort and success of the individual worker, the business organization, and the nation. Progress, it is pointed out, can most easily be achieved by a careful utilization of the human factors of habit, inertia, and repetition. Instead of presenting new schemes of management, the volume renders a more timely service by (1) promoting a better adjustment between the mechanical and the human sides of works management, and (2) laying down some principles of industrial economics by means of which the quality of new schemes of management may be at least roughly tested.

Although it suffers somewhat from a repetitive treatment, the book merits the consideration not only of works managers, but also of all persons who are engaged in the direction of organized human effort.

Experiments in Industrial Organization. By EDWARD CADBURY.

London: Longmans, Green & Co., 1912. 8vo, pp. xxi+296.

\$1.60 net.

This interesting and suggestive book records various industrial experiments on a small scale but such as are being urged or tried out today on a larger scale in an attempt to adjust more satisfactorily the relations between the employer and the employee.

The experiments described are parts of a scheme of factory organization at the Bournville Cocoa and Chocolate Works. This scheme includes a carefully worked-out method of selection of employees, of education, of discipline, of remuneration, of provision for health, safety, recreation and social life, and of the creation of a savings and pension fund. The special significance of the plan is that it has developed over a period of fifty years with a constantly growing establishment that in 1911 employed over 6,000 people. So far as this one factory is concerned "business efficiency and the welfare of the employees" have been demonstrated to be two sides of the same problem. The policy of the firm has "paid" from both standpoints.

The author's presentation of this material adds to its value. His account of each feature is concise yet remarkably effective in giving just the information that is significant to one interested in any phase of factory organization.

The Union of South Africa. With Chapters on Rhodesia and the Native Territories of the High Commission. By W. BASIL WORSFOLD. Boston: Little, Brown & Co., 1912. 8vo, pp. ix+530. \$3.00 net.

This book falls into five parts. The first part is mainly geographical and historical; the second and third parts deal with the political organization of United South Africa; the fourth and fifth, with social and economic conditions. The historical section is little more than a sketch, with no pretensions to original

research and a very obvious pro-British bias. Like the description of the political organization it is chiefly valuable because it includes events too recent to have found a place in the older histories of South Africa. The last sections present useful summaries of the economic and social conditions in their latest phase and are based largely on governmental reports. Mr. Worsfold has undertaken to study his subject from every point of view and has managed to convey more information about it than is to be found in any other single volume with which the reviewer is acquainted. The book is, unfortunately, rather carelessly printed. It contains a number of good photographs and a useful map.

An Introduction to English Industrial History. By HENRY ALLSOPP.
London: G. Bell & Sons, Ltd., 1912. 8vo, pp. xii+160. 60 cents.

This book is intended to introduce young students to English industrial history and to stimulate their interest in that subject. It is clearly and interestingly written and, in the main, accurate, although the author is disposed, at times, to dogmatize upon doubtful points and to state facts more precisely than our knowledge of them will warrant. This, however, is a fault hardly to be avoided in such a brief survey. It is surprising to discover that nothing is said about the development of English commerce. This is certainly an aspect of industrial history which ought not to be ignored. If space had to be saved the reader could better have spared the chapter on the Peasant's Revolt, which is interesting, to be sure, but far less vital. The book contains two suggestive maps on the density of population in 1700 and in 1800, and a short, rather haphazard, list of books for further reading.

The Coal Miner. By EARL A. SALIERS. Bethlehem, Pa.: Bethlehem Printing Co., 1912. 8vo, pp. 65. \$1.00.

This slender volume is devoted to a study of conditions in the coal mines of the Hocking Valley. The book consists of three brief parts, of which the first treats of the sporadic and unregulated labor disturbances previous to the year 1884. The second part sketches the history of "the organization period" of the Hocking Valley mines, down to the formation of the United Mine Workers' union. The third and most interesting chapter discusses the "Truck System of Payment" and its attempted eradication, which has received but lukewarm support from the miners themselves. Dr. Saliers has compressed a mass of interesting detail into a few readable pages.